



# ANNUAL REPORT 2012

## KEEPING THE FLAG FLYING



A member of CCISUA  
Coordinating Committee  
for International  
Staff Unions and Associations  
of the  
United Nations System

**UN FLAG RECOVERED FROM DEBRIS OF BOMBED BAGHDAD UN OFFICE**

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The Annual Report 2012, which covers the activities from May 2011 to April 2012, and reports progress on the eight main goals identified in the Plan of Action

The eight goals in the Plan of Action are:

1. A staff-oriented United Nations reform process.
2. Improved contracts, salary, benefits and overall conditions of service for staff.
3. Increased staff knowledge and capacity to monitor pensions.
4. A healthy and safe working environment.
5. Improved common services at the Vienna International Centre.
6. Improved and more effective negotiations between Vienna-based staff and management.
7. Improved coordination with other staff unions at the Vienna International Centre and at global level.
8. Improved and increased communication with staff.

The Annual Report 2012 is the collaborative effort of the Staff Council and the Staff Committee, with inputs received from staff serving on various joint bodies. For the sake of brevity, the report focuses on major developments and priority issues.

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## **Outline**

- 1 Improving conditions of service.**
- 2 Protecting our rights.**
- 3 A healthy and safe working environment.**
- 4 Pensions.**
- 5 VIC issues and local staff-management relations.**
- 6 Our Union.**

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## **Improving conditions of service.**

Protecting the conditions of service of UN staff is one of the main area of action of our Union. In various common system for the United Nations Staff Union at Vienna, through our Federation (CCISUA), expressed serious concerns regarding the current context - political and economic - which is being used as a justification to move away from principles and sound, technical, methodological approaches, toward short-term political or economic considerations. The danger is that this move could have long-term consequences not only for the methodologies being used for determining salaries and benefits, but for the effectiveness of the UN system in delivering in relation to its mandate.

To be clear: this is not about the United Nations staff not aware of the global financial crisis, or of our unwillingness to share in the sacrifice. Indeed, staff members are themselves called upon to devise sustainable, rights-based solutions to the current economic crises. Our Staff Union is working to identify and negotiate ways of working differently, and better, of identifying areas where savings can be made, while ensuring the best possible working conditions in the interests of the staff, and of the Organization.

While we understand that it is necessary to contain costs, we also recall that the Charter of the United Nations states that the paramount consideration in the employment of the staff and in the determination of conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. The charter does not refer to "adequate", "mediocre", or "prevailing" standards of competence, efficiency and integrity, "at a price we can afford."

The United Nations Staff Union at Vienna remains confident that as long as the UN Charter remain the bedrock underpinning the international civil service, as long as the Noblemaire and the Fleming principles remain the standards to which the Member States refer to ensure that the Common System may deliver, we have reason to remain hopeful.

### **The financial crisis and the attempt to cut the salaries of staff.**

Our hope was very low last December. During the 66<sup>th</sup> Session of the General Assembly, a draft resolution was tabled proposing measures relating to the range of margin between the net remuneration of officials in the Professional and higher categories of the United Nations and comparable positions in the comparator civil service. The proposal by some Member States would have considerably reduced the net take-home pay of professional staff.

We immediately took action, together with other Staff Unions, and wrote to the Secretary-General, the President of the GA, the Chair of the 5<sup>th</sup> Committee and to all representatives of the Member States reminding them that almost all the organizations of the United Nations Common System have been on zero-growth budgets for a decade and that the Member States have given the organizations many new mandates without corresponding resources.

In addition, we noted that over the last decade United Nations staff in the field have increasingly been exposed to risks to their health and safety. United Nations staff members are more and more frequently called upon to work in dangerous and hostile environments around the world, thereby becoming targets of hostility and violent attacks.

A letter from our federation (CCISUA) to the Secretary-General stated "At a time when staff are being asked to do more work with less money in increasingly difficult and dangerous

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conditions, it is ironic, if not tragic, that the reward for their loyalty and dedication and for the ultimate sacrifice of so many staff should be a proposal to cut United Nations salaries by approximately 8 to 10 per cent.”

The financial crisis and national cost-cutting measures were cited as justifications for this proposal and a comparison with one national civil service was provided as an example. We countered that there was growing evidence that cuts in government spending were slowing economic recovery, robbing people of their jobs and livelihoods, and undermining vital public services that people needed more than ever in a period of recession. Some nations in responding to the financial crisis had taken a different approach and recognized that the public sector is a crucial engine of economic growth and social development.

We argued that similar considerations were necessary in relation to the work of the United Nations. The proposed measure was not cutting through “the fat” but rather through “the muscles or bones” of what is often defined as the “most valuable asset” of the Organization, its staff.

In our statement we noted that “There have already been significant cuts in benefits and the conditions of service of staff and economies in the area of security. Over recent years, ICSC has recommended to the General Assembly a series of measures aimed at containing the possible increase in the GS salary; reducing second household allowances for staff of the funds and programmes in favour of a lower allowance extended to peacekeeping and political missions; introducing danger pay and reducing the number of non-family duty stations; introducing a new mobility and hardship scheme; and changing the policy on rest and recuperation, whereby calendar days rather than working days would be counted.”

We expressed the sentiment of United Nations staff who are frustrated at the current situation and perspectives related to the base salary. The frustration is also related to the lack of adherence to principles adopted by all United Nations Member States. The 1945 Preparatory Commission of the United Nations recommended that the “salary and allowance scales for the staffs of the United Nations and the various specialized agencies ... should compare favourably to those of the most highly paid home and foreign services, *due account being taken of the special factors affecting service in the United Nations*” (emphasis added). The costs and disruption to family life associated with living away from a home country explain the need for a margin of between 10 and 20 percent over the remuneration of a home civil servant, serving in their own capital. It cannot be said that there are no additional costs.

We expressed the position that the proposed measure put at risk the very concept of the international civil service, which is dependent on the “necessity” for international organizations to recruit and retain staff according to the highest standards of efficiency, competence and integrity.

While we acknowledged the need to contain costs and achieve efficiencies, we believed that there were better ways to save money than reducing the salaries of staff. CCISUA stated “We are told to do more with less, but we note that there appears to be no shortage of funds for the establishment of senior management positions, many of which have been awarded to nationals of the same Member States that complain about the financial crisis. For example, between 1998 and 2010, the number of USG and ASG positions rose from 39 to 149, a 382 per cent increase and not far short of one per Member State.”

Through CCISUA, we recognized that many United Nations organizations were struggling to remain competitive employers to ensure the delivery of high-quality programmes. Certainly,

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the ideals of the United Nations Charter and the opportunity to contribute to promoting peace, development and human rights have attracted talented staff, but unless the United Nations organizations were able to continue to offer competitive conditions of service, they were going to struggle to compete for a first-rate workforce capable of carrying out the mandates of the Member States.

We asked the Member States to give serious consideration to the consequences of the proposed measure and to choose to invest in staff instead of opting for quick savings, which are likely in the long term to damage the efficient functioning of the Organization.

Also, we asked, the Secretary-General, as Chief Administrative Officer of the Organization, to convey to the Member States its view that this measure, if enacted, would only translate into a corresponding reduction of deliverables by the Organization.

Fortunately, the draft resolution was rejected because the majority of the Member States recognized that the measure would have harmed not only staff but the whole Organization. Certainly, our mobilization with CCISUA, together with other Federations, the lobbying of delegates at the 5<sup>th</sup> Committee were an important factors in ensuring that the resolution was not passed.

### **The results of the local salary survey in Santiago and Bangkok.**

In early 2012, we became aware of surprisingly negative results in the General Services Salary Surveys in several duty stations, most notably in Santiago and Bangkok. In both cases, the survey resulted in secondary scales being put in place, and in the latter instance the negative results ranged from negative 27.2% (GS) and negative 41.4% (NO). In both cases, it is expected that close to a decade's worth of interim adjustments will be required in order to recover the difference and allow for salaries of locally-recruited staff to increase.

Immediately upon hearing this, a number of actions were undertaken with CCISUA playing a key coordinating role, together with FICSA to clarify the situation and help staff to challenge the decision. Delegations from both CCISUA and FICSA were present in Bangkok soon after the secondary scale was announced, and held several meetings with management (OHRM, ESCAP), staff representatives as well as the staff at large. We were able to raise serious concerns as regards the survey process, and what seemed like a pre-determined agenda to reduce staff salaries in contradiction with the Flemming Principle.

We were proud to stand side-by-side with the courageous women and men - mostly women, and mostly locally recruited - from FAO, ICAO, ILO, ITU, UNAIDS, UNDP, UNEP, UNESCAP, UNESCO, UNFPA, UN-HABITAT, UNIDO, UNISDR, UNOCHA, UNODC, UNOHCHR, UNOPS, UN Women, and WFP in several days of peaceful protests calling for the invalidation Survey for Thailand.

CCISUA and FICSA have sent petitions containing nearly 800 signatures from staff in Thailand to the UN Secretary General, and have been working with Bangkok-based staff representatives to develop and submit nearly 200 grievances first to the Management Evaluation Unit, and later to the UNDT. Dozens more are in preparation for those agencies which do not follow the UN System of Justice. The fact that the two largest non-headquarters duty stations are recording historically negative survey results at a time of unprecedented pressure being placed on UN Management to cut costs and realize efficiencies, is no coincidence.

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Even more troubling is the result expected once the new Methodology comes into effect. It is worth recalling that despite our greatest efforts to limit the damage during the last review of the Methodology, wherever there were cuts to be made, the objections of CCISUA and FICSA were noted, our technical arguments ignored, and the decision to cut was made. Some of the changes raise serious questions as to whether the Methodology is in line with the Flemming principle.

The local salary survey for GS staff for Vienna is scheduled in a few years but we need to invest resources in better understanding, and urgently responding to, these changes. The Union has already trained staff on the survey methodology and we need to establish a task force to follow-up and coordinate efforts with the Unions of UNIDO, IAEA and CTBTO.

### **Mobility models for the United Nations under discussion.**

Staff representatives have been discussing with the management the issue of mobility. In this discussions both parties recognized that the organization is a complex and diverse group of offices and departments, cut through by different types of functions, and held together by similar contract types and staff regulations.

The Secretary-General vision is that the Organization needs a dynamic, adaptable and global workforce: both to ensure the Organization can deploy its expertise where it is most needed, and to ensure that we are truly “Serving as One” through providing equity and burden-sharing between tours of duty at headquarters, regional commissions and the field.

However, the Secretary-General believes that mobility approaches undertaken so far have not been successful and that a more structured mobility policy is necessary.

Staff representatives engaged in negotiation with management on the development of a new mobility framework. After several months of discussion, there is agreement that any solution to facilitate mobility within the organization needs to be simple and pragmatic. The policy must also support the three main objectives of mobility, namely:

- it should enable the Organization to better deploy and retain a dynamic, adaptable and global workforce that can effectively meet current and future mandates and evolving operational needs;
- it should provide staff with broader opportunities for career development and contribution to the Organization, and enable the further acquisition of new skills, knowledge and experience within and across departments, functions and duty stations; this should be supported by adequate training; and
- it should ensure that staff have equal opportunities for service across the United Nations and, for relevant functions, a fair sharing of the burden of service in difficult duty stations. These objectives will contribute to ensuring the Organization’s global relevance, enhancing its credibility, and furthering the goal of “serving as one UN.”

However, in the recent negotiations staff representatives have been disappointed by the lack of flexibility demonstrated by the Secretary-General. We proposed a framework capable of addressing the need of the organization particularly in relation to the job networks that are oriented to field operations while maintaining that job networks more specialised may join the mobility process on a voluntary basis. The Secretary-General, through its representatives, stated that mobility should be applicable to all staff with very few exceptions.

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This situation has blocked the negotiations. We will discuss the issue again at the end of June in the 1<sup>st</sup> session of the Staff-Management Committee.

**The change management proposal by the administration of the UN Secretariat. Using efficiency to reduce the benefits and entitlements of staff.**

Last year the Secretary-General established a Change Management Team to review and make proposals on how to improve the efficiency of the United Nations.

Our Union expressed concern about some of the measures proposed and on the lack of negotiation on issues related to the conditions of service of staff. In a letter written of 14 October 2011 on behalf of the Staff Unions of the United Nations, Paulina Analena, in her role as Vice-President of SMC, expressed the dismay and disappointment of staff.

Just a few months earlier at the Staff Management Coordination Committee (SMCC) in Belgrade the Deputy Secretary-General and Chef de Cabinet pledged to rebuild trust with the staff after staff representatives pointed out a litany of unimplemented agreements. However, stated Paulina Analena “since then, it has become clear to us that on a number of issues this is not the case.”

On of these issues is the Change Management Team. Originally, this was established to catalyze and coordinate quick-win reforms that could benefit the Organization with the understanding that it would not replace a proper consultative process with staff. However, it appears to have grown into a policy-making forum where staff are only asked for their approval at the end of the process. An example of this is the requirement for heads of departments to provide targets and dates for outsourcing activities and staffing cuts, with no consideration for the impact this will have on colleagues, nor cost-benefit analysis of such practices for the Organization.

Paulina Analena, in the same letter, stated “Mr. Secretary-General, it was made clear at SMCC that consulting staff means involving us in policy change, not presenting us with a *fait accompli* to rubber-stamp or provide comments by email. Let me make it clear that while we, the staff, strongly believe in the Organization and understand the challenges that some of the Member States are going through, we do not agree that anyone benefits from poor policy. As the saying goes, “act in haste, repent at leisure.”

In closing the letter, she made clear that policies of the Change Management Team must be discussed first with staff representatives, through the appropriate consultation channels, studied and agreed upon before being finalized and implemented.

The change management proposal was presented to the 5<sup>th</sup> Committee of the GA and several measures were frozen by Member States who believed that the Secretary-General could not take those decision without the approval of the Member States

**Post Adjustment Questions.**

Our Federation (CCISUA) attended the meeting of the Advisory Committee on Post-Adjustment Questions (ACPAQ) and raised several concerns in relation to the system of post adjustment. The system was serving the purpose it was created for very well, as was the case with the margin. The idea of using the post-adjustment for implementing the freeze in salary as requested by some Member States was criticized.

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## Protecting our rights.

### The internal justice system.

In the UN Secretariat we witnessed a unilateral attempt made by the Secretary-General to ask the General Assembly to change the Statutes of the Tribunals and in so doing give the administration more tools to avoid the recourse the internal justice system. We expressed their disappointment to the General Assembly.

### Professional legal protection for staff.

On 20 September 2011, 18 locally-recruited colleagues were informed that they were considered ineligible for conversion to permanent appointment because of their separation from service when they transferred from another duty stations to Vienna. Therefore, the time served previously could not be counted.

The President and Vice-President of the Staff Council, consulted with the affected staff and asked the Staff Council the possibility to provide them with legal representation. The Staff Council agreed and a lawyer was contracted for this purpose (as of 1 January the same lawyer has been under contract to represent Staff Union contributing members).

The lawyer presented 18 appeals to the Management Evaluation Unit (MEU) as it is required by the procedures of the UN system of Administration of Justice to allow Management to review one last time the contested decision before the legal dispute in the Tribunal. The Staff Union lawyer argued that the break in service was a technical separation that was required by the Administration to move the staff.

On 1 February 2012, the MEU responded to the appeals and informed the staff members concerned that OHRM had been instructed to find them eligible for conversion to permanent appointment. This does not guarantee that all will be found "suitable" under ST/SGB/2009/10 but it is an important step forward and an important recognition of the rights of staff.

### JIU report on staff-management relations.

Earlier this year, the Joint Inspection Unit published the first volume of its long-awaited report on Staff-Management Relations. We participated actively in the study, and provided comments on the first draft of the report. In particular, we raised concerns on the principles of freedom of association. The value of the report itself is unclear, as the extent to which the conclusions and recommendations will actually be implemented by the Secretary-General, UN Management, and the Member States remains to be seen. Recent experiences with Management in SMC negotiations, and with policy changes being submitted directly to the General Assembly without any prior consultation or negotiation with staff representatives, seems to demonstrate that the Secretary General has not yet had time to internalize the content of the report. Ironically, the very disdain shown by some in management for the duty to bargain in good faith - as noted in the JIU report itself - will likely be a very important factor in whether the recommendations are applied.

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## Pensions.

### 60, 62 or 65? What age of retirement?

The possible review of the retirement age provisions in the UN common system has been debated for some time and a number of arguments in favour of a review have been put forward. Some of the arguments, however, do not seem to be supported by the actuarial analysis. We believe it is important that financial and other arguments are carefully considered against the evidence of the actuarial evaluation and the informed opinion of the Pension Board.

The Staff Unions have expressed the view that the impact of any change in the current provision needs to be carefully considered before taking a decision. CCISUA (our Federation) and UNISERV launched (from mid-July to the end of August 2011) a survey to gain the staff's perspective on the possible Mandatory Age of Separation. A total of 8,237 staff participated in the survey and 88.2 per cent or 7,266 completed it. The sample is significant by statistical standard.

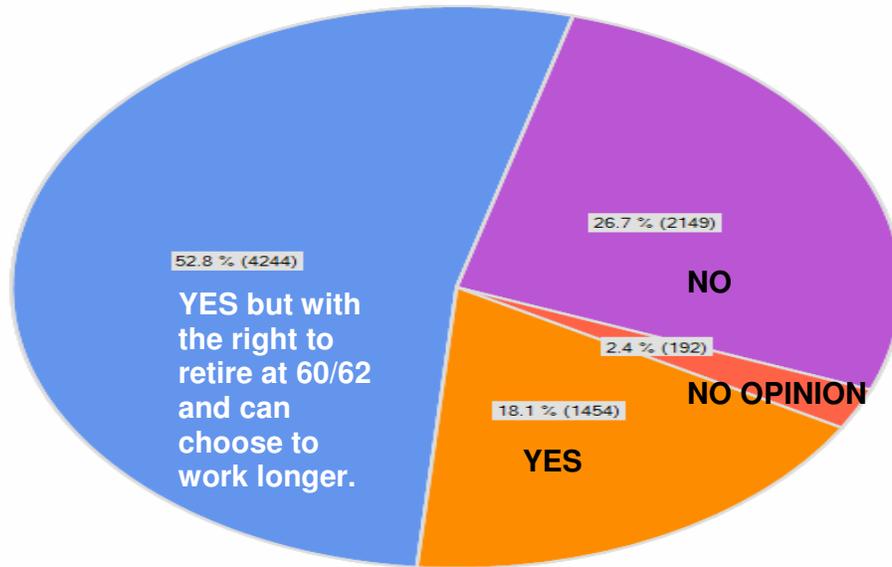
From the survey it is clear that staff support an increase in the mandatory age of retirement. However, this should be without prejudice to the acquired rights of those who are currently in the system to retire with full benefits at their current mandatory retirement age of 60 or 62.

In the survey organized by CCISUA and UNISERV, the majority of the staff is in favour of an increase in the mandatory age of separation (70.9 per cent). However, for 52.8 per cent such an agreement is subject to maintaining the right to retire without penalty at 60/62 and having free choice about continuing to the age of 65. About 75 per cent of the staff surveyed believe that the decision to continue to work beyond the current mandatory age of retirement should be made by the staff member. If not, it would be without parallel in any national system: in no other setting does the employer have the authority to grant or deny employment on a discretionary basis. A waiver under the sole authority of the Executive Head is considered arbitrary and unfair.

The Staff Union believe that staff opinion must be carefully considered in all relevant fora in order to make decisions that respect the terms of employment valid at the time of recruitment and that provide staff with the essential financial security once they leave active service.

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**Do you think that the Mandatory Age of Separation should be raised to 65?**



**Comprehensive review of pensionable remuneration.**

This year also saw the ICSC launch a review of the methodology for calculating pensionable remuneration with our Union represented by CCISUA. According to an analysis of the facts, our scheme compares very favourably to the pension system in place in the United States. If anything, the data presented to the Working Group clearly indicate that the US scheme is considerably more generous. The Working Group also took note of the fact that, were the current methodology to simply be applied as it should be, staff in the Professional and higher categories would necessarily see an increase in their Pensionable Remuneration. Despite these facts, some members of the Working Group have chosen to focus on areas where cuts may be possible, in particular related to a perceived problem with "income inversion" (a phenomenon, largely mythical, that due to differences in the methodologies for calculating Pensionable Remuneration for GS and P categories, in some extreme cases General Services staff may accrue higher pension benefits than their Professional counterparts), the tax rates used to establish PR, and trends in the Member States. On the latter point, CCISUA insisted that these trends reflect what has been implemented, rather than what is being considered, that they include a broad look at a variety of Member States, and that it include a review of the pension systems in other international organizations such as the ADB, IMF, World Bank and European Union. This issue will need to be followed very carefully, as the last major inter-organizational industrial actions date from a time when, in the early 1990's, cuts were made to our system of Pensionable Remuneration.

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## Security, safety and health.

### Attack at the UN in Abuja.

Concerns about staff security and safety continue to rise. Our field-base staff are increasingly concerned as the political and social conditions world-wide continue to evolve, and the UN working environments become even more challenging. Last year, a few months after the accident that occurred in Bolivia to UNODC staff, the United Nations House in the Nigerian capital, Abuja, was struck by a car bomb on Friday, 26 August 2011.

In this shocking attack 23 people died and many more were injured. Two UNODC colleagues (Ukamaka Osigwe and Ugonna Ezekwem) were injured and one died. The victim was Ingrid Midtgaard, a thirty-year-old lawyer. The United Nations Staff Union at Vienna, on behalf of all its members, extended its heartfelt sympathy to the families and colleagues of the victims.

We asked USG Gregory Starr of the Department of Safety and Security to clarify the circumstances of the attack and verify whether the appropriate security measures were in place. We also requested the Administration to demand the Nigerian authorities to comply with obligations of the host country to ensure the security and safety of staff and to bring the organizers of this terrible act to justice.

The United Nations Staff Union at Vienna collected donations for the assistance of families and non-staff who have been affected by this terrible crime and who are not covered by the existing UN provisions. Also, the Staff Council decided to devote part of its annual donation to charity originating from the profit of the Gate 1 Gift Shop to assist those in need. The Staff Union also participated in a mission of Staff Representatives to Abuja for an independent assessment of the Security situation and to express solidarity to UN staff.

### Security in the field.

Still in relation to safety of field duty stations, through CCISUA, we participated in the discussions at the IASMN (Inter-Agency Security Management Network) meeting in Bangkok, where we welcomed the introduction of minimum fire regulations. This is an important and basic step forward. We do believe, however, that we can and should move even further by looking at all of the buildings – or even other locations such as tents - that we occupy, and by putting the health and safety of staff, especially in field locations, at the forefront of our concerns.

Again at IASMN meeting, the subject of the use of private security companies for UN operations was raised. CCISUA reiterated its position and the fact that it does not agree with the use of private security companies to protect UN staff. If operations cannot be conducted with UN Security staff, the military from contributing Member States or the national security forces, then UN staff should not be deployed in those areas. The UN's decision should not be "when to stay", but "*whether* to stay". We believe that the use of private security contractors carries a higher risk to UN staff, opening them to the possibility of public anger or retaliatory violence through no fault or action of their own. A private security contractor could have unknown connections or accountabilities and could, for example, employ mercenaries, or people who have been involved in war crimes. Using private security contractors raises concerns about reporting lines, quality control, the use of replacement staff and other issues.

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We trust that every proposal that concerns staff security will be carefully scrutinized for all possible ramifications on staff before a decision is made.

While we recognize the current financial constraints under which the United Nations organizations operate, it does not believe that safety and security are an area where cost-cutting will serve staff well. CCISUA suggests that a comparative analysis of costs for employing internal security, backing up special needs with temporary recruitment of security, should be undertaken as soon as possible. When staff lives are at stake, there is no room for compromise. All UN staff, regardless of contractual status, grade, level or place of recruitment must be protected by the organization.

### **Occupational Safety and Health.**

CCISUA also sought to make concrete improvements in the legal framework governing staff security, safety and health when it proposed an amendment to the Standards of Conduct as part of the review process. CCISUA called on its Occupational Safety and Health specialists to draft language for the amendment, and produced a background note on the subject. The proposal put forward by CCISUA and FICSA was non-controversial, and reflected an effort to introduce modern principles of risk assessment and management to the Standards of Conduct, which serves as the framework document governing most of what takes place in the International Civil Service. It brought consistency across the International Civil Service, where some organizations have very strong, modern policies, while others have a complete vacuum. The concepts included in the text, "practicable preventive and protective measures" reflected the principles enshrined in the laws existing in most Member States, as well as the basic premise of international norms. Moreover, the UN Medical Directors Network unanimously supported the CCISUA-FICSA text, and during the Human Resources Network, many Organizations spoke out in favour of the proposed amendment. Despite these efforts, the proposal met with opposition from the United Nations Secretariat, who were fearful of the new language creating legal liabilities for the UN, and who further insisted that the Standards of Conduct should not give rise to rights, but should be limited to creating obligations for staff.

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## **Local issues and local staff– management relations.**

### **Flexitime.**

UNOV/UNODC has been applying on flexible working hours in its current form since 2002 and ea. In August 2011, the Office of Human Resources Management (OHRM) undertook a comprehensive review of this pilot with the aim of using its findings as a basis for simplifying and streamlining the current Flexible Working Arrangement policy at the UN Secretariat (ST/SGB/2003/4).

This review has observed that many aspects of the pilot framework are commendable. At the same time, the review has identified one element which requires modification to ensure parity on entitlements and conditions of service with the rest of the Organization, based on the Secretary-General's Bulletin ST/SGB/2003/4. The main conclusion of the review is that the practice of granting flexitime credits to staff at the Professional and higher levels with the possibility of carrying over the accumulated credits, within certain prescribed limits, to subsequent months is tantamount to granting additional benefits not enjoyed by other staff members serving in the Professional category elsewhere.

This practice was found to be not in line with the existing legal framework and will have to be discontinued. Consequently, the current UNOV/UNODC pilot framework on flexible working hours was discontinued as of 31 March 2012. The Staff Union and the Division for Management has been discussing the revision of the framework on flexible working arrangements to reflect the Secretary-General's vision of a more flexible working environment that allows a better balance for our staff between their professional and personal lives.

The Staff Union organized two town hall meetings to discuss issues and concerns with staff and to present them to management. The negotiation have progressed and we hope that a final agreement will be reached in the next weeks.

### **UNODC financial situation and management**

The financial situation of UNODC continues to recover after the critical period of 2009 in relation to the General Purpose Funds. The situation has become more stable and there are no reasons of concern in the short-term, However, the fundamental weakness of UNODC funding system still exists. However, the staff union notes with satisfaction the measures taken by the Executive Director to monitor the financial situation on a continuous basis and to put in place a reserve fund to mitigate possible drops in voluntary contributions.

### **New End of Service Allowance.**

The end of service allowance (EOSA) is part of the condition of service for GS staff in Vienna in line with the best prevailing conditions of service in the local labor market. Since July 2002, a new law came into effect in Austria introducing a new EOSA system ("Abfertigung Neu"). The Austrian EOSA is payable at the rate of 1.53% of the gross monthly salary and is deposited through WGKK into a "provident fund" and payable at the end of service.

The Administrations and the Staff Unions of the Vienna-based Organizations are discussing the issue. The proposal currently on the table includes the payment of the EOSA as a lump sum at end of service. The amount will be calculated at the rate of 2% of the final monthly net

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base salary multiplied by the total number of months completed service starting with the second month of service.

The rate of 2% is proposed (instead of 1.53%) to make up for the difference between the gross and net salaries. The EOSA will be payable irrespective of the reason for separation (including resignation). Current GS staff will be given the option to remain under the old EOSA system or switch to the new system by freezing the entitlement under the old system at an agreed date.

The Staff Union has been discussing the proposal and there is a principle agreement with management on a new policy that should be implemented in the coming months.

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## United Nations Staff Council at Vienna – Treasurer’s Report

### Statement of Income and Expenditure For the period 1 January to 31 December 2011 (in Euros)

#### INCOME

1. Membership dues	
a. UNOV	57,723.94
b. Others	30.00
2. Interest <sup>i</sup>	1,385.02
3. CTBTO contribution to staff services <sup>ii</sup>	1,308.12
4. Miscellaneous income <sup>iii</sup>	<u>8,020.63</u>
<b>Total income</b>	<b>68,467.71</b>

#### EXPENDITURE

1. Participation by UNSCV <sup>iv</sup>	18,968.14
2. CCISUA (Federation of UN Staff Union) yearly membership	4,868.10
3. Donation to Charity of Friends	3,000.00
4. Donation to SOS Kinderdorf	4,000.00
5. Staff Services Officer	6,600.00
6. Albl & Partner external Audit Fee <sup>v</sup>	1,320.00
7. Payment to UNIDO Staff Council (hosting of CCISUA General Assembly)	1,755.30
8. Payment of Rental service AV-Professional H. Hietler <sup>vi</sup>	2,537.24
9. Miscellaneous expenses <sup>vii</sup>	1,303.28
<b>Total expenditures</b>	<b>44,352.06</b>
<b>Excess of Income over Expenditure</b>	<b>24,115.65</b>

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United Nations Staff Council at Vienna – Treasurer’s Report

Statement of Assets and Liabilities  
As at 31 December 2011  
(in Euros)

**ASSETS**

1. Current account balance	12,688.88
2. Dispo account balance	558,064.91
3. UNSCV Housing Service Trust Fund <sup>viii</sup>	23,479.72
4. Lockers account	<u>3,718.03</u>
<b>Total Assets</b>	<b>597,951.54</b>

**LIABILITIES**

Accounts Payable:	
UNSCV Housing Service Trust Fund <sup>ix</sup>	18,159.72
Lockers account	3,718.03
<b>Total liabilities</b>	<b>21,877.75</b>

UNSCV final balance carried forward	557,085.04
<b>Add: Surplus as at 31 Dec 2011</b>	<b>24,115.65</b>
<b>Less: Prior period adjustment<sup>x</sup></b>	<b>- 5,126.90</b>
<b>Total fund balance</b>	<b>576,073.79</b>
<b>Total Liabilities and fund Balance</b>	<b>597,951.54</b>

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## Explanatory Notes 2011

<sup>i</sup> The interest income generated during the period of this report is broken down as follows:

Staff Council Euro account	41.77
Housing Service Trust Fund	36.77
Dispo account	1,301.75
Lockers account	<u>4.73</u>
	1,385.02

<sup>ii</sup> CTBTO Staff Council contribution of Euro 109,01 per month allows CTBTO staff members to make use of the UNSCV Staff Services Officer services.

<sup>iii</sup> Miscellaneous income:

a. Staff members' donations for the Abuja victims	3,736.32
b. IAEA Staff Association World AIDS day shared cost	99.24
UNIDO Staff Association World AIDS day shared cost	99.24
AV-Professional H. Hietler World AIDS day	341.84
UNFCU donation for the World AIDS day	1,111.78
c. Lost and found cash amount, paid by the UNSSS on 31 March 2011 and to be donated to a charity	862.00
d. Cash deposit (travel settlement) by the President for his mission to Paris	22.56
e. 2010 contributions from other Staff Unions to the cost of the mission of the Vice-President of SMCC to the 5 <sup>th</sup> Committee	1,747.65

<sup>iv</sup> This represents travel expenses in respect to the participation by the UNSCV:

a. Staff Council representative's mission to New York to attend the 33 <sup>rd</sup> Session of ICSC Advisory Committee on Post Adjustment Questions (ACPAQ)	2,537.24
b. President's mission to Paris to attend the High Level Committee on Management	687.71
c. President's mission to New York to meet with other Staff Unions	7,016.99

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d. Staff representative's participation in the GS Salary Survey Methodology Workshop, Madrid	2,086.18
e. Vice-President's participation in the Staff Unions' solidarity mission to Abuja following the bombing of the UN Building	2,619.82
f. Vice President's mission to New York to meet with other Staff Unions and participation in the Memorial Service for Fallen Staff Members in New York	4,020.20

<sup>v</sup> This represents the fees for the appointed external auditor approved by the staff council.

<sup>vi</sup> Payment for rental service for World AIDS day with contribution by UNFCU and other Staff Councils

<sup>vii</sup> This consists of the following expenses:

Yearly subscription to Konsument Magazine	65.44
Yearly subscription to Survey Monkey	151.45
2011 year end lunch	468.05
Costs incurred for expendable items for the UN gift shop	36.89
Foreign transfer bank fees	8.00
Reimbursements of official lunch events for the President	147.15
Bank charges during the period of this report :	
UNSCV Account	161.70
Housing Service Trust fund	158.00
Lockers Account	<u>106.60</u>
Total bank charges	426.30

<sup>viii</sup> The Housing Service Trust fund used for transactions in connection with the Housing Service provided to UNOV staff members. The funds are administered by the UNSCV on behalf of the staff members who contribute into that fund.

<sup>ix</sup> An amount of 5,320 remains to be transferred from the Housing service to UNSCV account due to incorrect payment of invoice in 2010 which should have been paid from the Housing account. Therefore, the true Housing Service account balance is only 18,159.72 as shown under liabilities.

<sup>x</sup> Prior period adjustment consists of :

2010 membership subscription from project staff not included	82.32
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2010 interest income from Lockers account not included	1.20
Prior period difference in petty cash recording	703.43
2010 CCISUA subscription not included	- 5,780.00
2010 Bank charges not included	- <u>133.85</u>
Total prior year adjustment	- 5,126.90

**STAFF REPRESENTATIVES AND ALTERNATES**

<i>Attendance at meetings of UNSCV from 1 July 2011 to 25 May 2012</i>				
<i>Unit</i>	<i>Representative</i>	<i>Attendance</i>	<i>Alternate</i>	<i>Attendance</i>
UNOV/DM	COELHO, Patricia	0	PODGORNIK, Valter	2
UNOV/DM	BROOHM, Herman	10	FAYAD, Gabriel	0
UNOV/DM	NUSEIBEH, Ibrahim	4	GRIMM, Ferdinand	1
UNODC/DM	BRIDI, Daniel	11	RICHARD, Yvonne	2
UNODC/DM	EIDHERR, Gert	6	BREZINA Stefan	2
UNOV/CMS	LARSON, Lars	6	LOFTHOUSE, Marie T.	0
UNOV/CMS	WEITHALER, Regina EDWARDS, Claire as of 15 September 2011	1 7	EDWARDS, Claire GREEN Christopher as of 15 September 2011	1 3
UNOV/CMS	BUDIN, Aban	12	JANEKE ELYAS, Ruth	0
UNOV/CMS	ALARCON, Miguel	5	FALCO, Eleonora	5
UNODC/OED	BARONI, Claudia	9	GRASSI, Simonetta	2
UNODC/OED	WYTHES, Annika	8	GOPALA-KRISHNAN, Elsa	0
UNODC/OED	BERTERAME, Stefano	14	MARTINS, Alexandra	0
UNODC/OED	KATKHOUDA, Nabil	10	DOUBEK, Paramita	2
UNODC/OED	SOLTANI, Fariba	6	SAENZ, Elizabeth	1
UNICRI	TROSSARELLI, Luigi	0	LUDA DI CORTEMIGLIA, Vittoria	0
UNODC Field	DE LEO, Antonio	1	SMITH, Kelly	0
UNSSS	GRAHAM, Elwood	6	WILSON, Lawrence	5
UNSSS	ANALENA, Paulina	8	PAROKKIL, Jose	0
UNSSS	HATASOVA, Monica	7	REIS, Volker	0
UNPA/UNRoD	FUERNISINN, Clarissa	5	EFRATI, Janet	0
UNIS/DPI	SCHAECHTER, Iris	11	HAFFAR, Nikoleta	1
OLA/UNSCAR	CANAFOGLIA, Monica	8	NICHOLAS, Caroline	1
OOSA	OYENEYIN, Ayoni	10	MANIYANIPURATHU, Kurian	1
There were a total of 14 regular meetings from 1 July April 2011 to 25 May 2012.				

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### Officers of the Staff Council

<b>Staff Council</b>	Presiding Officer Deputy Presiding Officer	Claudia Baroni Daniel Bridi
<b>Staff Committee</b>	President Vice-President Secretary Treasurer Rapporteur	Stefano Berterame Paulina Analena Fariba Soltani Ibrahim Nuseibeh Hermann Broohm
<b>Polling Officers</b>	Chairperson	Monireh Poosorkh Ongyal Gurung
<b>Auditing Committee</b>		Lorretta Eruwa Matthew Seitz Ibrahim El-Chayeb